

Take Compliance Into Action 将合规付诸行动

KSB China's Target 凯士比中国的目标:

KSB establishes the Compliance Reporting Email in China region to support the reinforcement of the company's long-standing commitment to ethical business conduct.

凯士比在中国地区设立了一个合规专用邮箱，用于加强公司长期遵守的商业道德行为承诺。

Time to voice your questions and concerns 是时候发声提出您的问题和顾虑:

compliancechina@ksb.com

Support from Business Partner

凯士比需要您的支持:

- ✓ KSB needs your assistance to voice questions and concerns so as to help KSB create a culture that encourages our employees to comply with Company policies.
凯士比需要您的协助提出问题和顾虑以此来建立一种鼓励凯士比员工遵守公司政策的文化氛围;
- ✓ Be assured that conduct concerns are handled by the appropriate independent internal resources and processes.
请放心有关商业道德行为的顾虑将由适当的独立内部资源和固定流程来处理
- ✓ Prevent retaliation and reassure business partner who might feel threatened or concerned.
预防报复和使商业伙伴消除被威胁的疑虑

Resource 资源	Information 信息
Business Ethics and Compliance 商业道德和合规	<ul style="list-style-type: none"> • Ensure all business partners comply with business ethics and Company's Code of Conduct standards. 确保所有商业伙伴都了解商业道德和公司行为道德标准。 • If you find any KSB employees, competitor, other authorized distributor/dealer, supplier, customer and their behavior breach of business ethics and Company's Code of Conduct standards, action now to voice your concerns. 如果你发现任何凯士比员工,竞争者,其他授权经销商,供应商,客户,他们的行为违反了商业道德和公司行为道德标准,请立即行动提出您的顾虑。
Commitment of Reporting 举报承诺	<ul style="list-style-type: none"> • The reporter should ensure the reporting information is authentic, accurate and complete subject to his/her full knowledge: 举报人应确保在其所知的信息范围内,其举报信息的真实性、准确性及完整性。 • If the reporting resources are used for rumors, personal attack in bad faith etc. The company will refuse or suspend the investigation. 如果举报资源被用作散布谣言或进行恶意人生攻击等,公司会拒绝或停止相关信息的调查。
Confidentiality and Non-Retaliation Policy 保密与无报复政策	<ul style="list-style-type: none"> • The reporter may choose to provide their name and contact information or remain anonymous. All information reported is kept confidential and will be handled by compliance/audit team independently and professionally. 举报人可以选择提供他们的姓名或者联系信息,也可以选择匿名举报。所有举报信息都将被当作保密信息由合规审计团队独立专业的处理。 • No retaliation will be taken or will be permitted against anyone for raising any concern, question or complaint in good faith. 何人善意提出任何疑虑和投诉时不会得到任何形式的报复。
KSB Reporting Resource 凯士比举报资源	<ul style="list-style-type: none"> • Reporting line available 举报热线 <ul style="list-style-type: none"> ■ KSB China Compliance Email 凯士比中国合规举报邮箱 Email 邮箱: compliancechina@ksb.com ■ Local Compliance Officer of KSB Shanghai 凯士比上海合规官员 Steven Zhang 张炯 Phone 电话: +21 64302888-1007 Email 邮箱: jiong.zhang@ksb.com ■ Country Compliance Officer, China 凯士比中国合规官员 Liana Li 李妍 Phone 电话: +21 64302888-1005 Email 邮箱: liana.li@ksb.com • All reporting cases will be given a numeric reference number for tracking, reporting and documentation. 所有被举报的案件都将被发放一个序列号用以之后的跟踪,汇报和存档。